

# **Workforce Committee July 24, 2006**

## **Learnings by Subcommittee – Full List - DRAFT**

### **Resources**

- Lack of capacity for actually training people for the workforce
- Disconnect between employer and employee relative to respective expectations

### **Work Environment**

- There is a data mismatch in certain areas such as healthcare between published data on future jobs as presented by GA and industry expectations for such growth.
- There are many myths that exist in the work environment, e.g. every new plant manager automatically fires all those without a high school diploma.
- Language barriers do inhibit and limit the potential for job advancement.
- There are lots of jobs available in ACC; too few ACC residents are making themselves available to interview for those jobs.
- Parents do not know the new pathways to jobs that schools can make available to their children.

### **Workforce Skills**

- There is a perceived deficit in “soft” skills
- Solid communication skills are critical for obtaining jobs and advancing in jobs.
- Literacy and ESOL are a challenge for the community -- >20% of the total population of ACC face literacy challenges.
- (No data) We don't know why those people in need of resources don't access those resources.
- Apparent lack of communication, coordination and collaboration among service providers in providing skills to those needing them.

### **Special Populations**

- More time needed to review data in order to more effectively prioritize the learning.
- (No data) Does usage of temp agencies lead to regular employment or to underemployment?
- Business community prefer applicants with GED vs. community perception that the ZGED is less valued.
- The GED/High School Diploma is vital and can translate to success for the individual if there is access to other services such as transportation, child care, etc.
- There is an underutilization of available GA Department of Labor services.
- New immigrant populations really need specialized support in areas such as obtaining driver's licenses, child care, addressing immigration status, etc.